

Panama Canal Regulations

§ 253.77

§ 253.73 Tenure.

(a) *Preservation of tenure.* Neither a conversion action, nor a recommendation for conversion, shall serve to reduce an employee's retention standing for reduction-in-force purposes.

(b) *Tenure following recommendation.* Upon submission of a recommendation for conversion, the nominee's retention standing for reduction in force is in Retention Group I if he is already in that group or if he meets the service requirement for a Canal Area Career Appointment; otherwise, his retention standing is in Tenure Group II.

(1) An employee reverts to his previous tenure group if the recommendation is returned without final action, and remains in this group until such time as the recommendation is resubmitted.

(2) Irrespective of his previous retention standing, an employee is placed in Tenure Group III if the PAPB disapproves the recommendation for conversion.

(c) *Tenure following conversion.* Conversion will be to Canal Area Career Appointment if the employee meets the service requirement for such appointment; otherwise, conversion will be to Canal Area Career-Conditional Appointment. However, retention standing for reduction-in-force purposes will be governed by paragraph (a) of this section. All conversions will be subject to satisfactory completion of a one-year probationary period if such probation has not been completed prior to the time of conversion.

§ 253.74 Acquisition of merit status.

An employee who is converted under this subpart acquires a merit status upon completion of any required probationary period.

§ 253.75 Employees not recommended for conversion.

(a) Employees who are not recommended for conversion, or whose conversion is disapproved, will be retained in status quo and placed in Tenure Group III until separated or until they receive a competitive appointment.

(b) Employees retained in status quo may be noncompetitively changed to other positions upon meeting the re-

quirements established pursuant to § 253.46(a) for the noncompetitive movement of employees serving under temporary appointments.

(c) Employees retained in status quo are subject to displacement by eligibles on registers.

(d) Employees serving under temporary appointments on the date their positions are made subject to Subpart B of this part will be considered as having been converted to a temporary appointment under § 253.43 and may be retained until expiration of their current appointments.

Subpart D—Conversion From Excluded and Temporary Appointments to Canal Area Career or Career-Conditional Appointments

§ 253.76 Eligibility.

A temporary employee may be converted to a Canal Area Career or Career-Conditional Appointment provided:

(a) He rendered at least one year of satisfactory continuous service with the agency in which he is to be converted and the service immediately preceded the conversion;

(b) The conversion is to a position in the same wage category as that held by the employee prior to the conversion;

(c) The conversion is to either:

(1) A manual category position at any grade from MG-1 to MG-9 and the employee to be converted ranks among the top 50% of the register of eligibles or;

(2) A non-manual category position filled from a pre-rated inventory at any grade from NM-1 to NM-5 provided the employee to be converted ranks among the top 25% of the register of eligibles;

(d) There is no United States citizen within reach in accordance with the rule of three, and no preference eligible would be passed over; and

(e) The employee is not a United States citizen.

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§ 253.77 Procedure.

The employing agency shall obtain approval from the Central Examining Office prior to converting temporary